



BIOGRAPHY

Department of Defense

Defense Equal Opportunity Management Institute

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CAPTAIN ROBERT D. WATTS

Captain Robert D. Watts, U.S. Navy, is the Commandant of the Defense Equal Opportunity Management Institute at Patrick AFB, FL. He oversees a joint service school with a staff and faculty of 111 supporting all Department of Defense and U.S. Coast Guard equal opportunity/equal employment opportunity (EO/EEO) program requirements. The Institute is directly responsible for training military and civilian EO/EEO advisors for all commanders in the Department of Defense and U.S. Coast Guard, and provides mobile training for fleet and ground forces worldwide. The Institute trains more than 4,500 students each year in resident and non-resident courses, including O-7 and SES appointees and is responsible for all aspects of the DoD EO/EEO education, research, and consulting activities.

Captain Watts was born in Brooklyn, NY, and graduated from the United States Naval Academy in June 1973, with a Bachelor of Science degree in Analytical Management. He earned a Master of Science degree in National Resource Strategy from the Industrial College of the Armed Forces in June 1998. From October 1998 to July 1999, he was a Fellow in the Chief of Naval Operations Strategic Studies Group, Newport, RI.

Upon commissioning, he was assigned to Navy Recruiting District New York, as the Naval ROTC Program Manager. Captain Watts entered flight training in January 1974 and received his wings in March 1975.

His first squadron assignment was Helicopter Combat Support Squadron THREE, Naval Air Station North Island, San Diego, CA, as Public Affairs Officer, Avionics Division Officer and Vertical Replenishment Pilot. During this period, he deployed to the western Pacific onboard USS Flint (AE 32) and USS White Plains (AFS 4) as Detachment Material Control Officer and Quality Assurance Officer, respectively. In July 1977, he was assigned to Helicopter Combat Support Squadron ELEVEN (Plank Owner), San Diego, CA, as Detachment Liaison and Ship Liaison Officer. He then reported to Helicopter Combat Support Squadron SIXTEEN, Naval Air Station, Pensacola, FL, in September 1978, as a Flight Instructor and Search and Rescue Pilot.

Captain Watts' next assignment was Navy Recruiting District, Washington, D.C., in April 1982, where he served as the Enlisted and Officer Programs Officer. In March 1985, he reported to the Helicopter Combat Support Squadron ELEVEN as Detachment EIGHT Officer-in-Charge and Squadron Safety Officer. During this tour, he deployed as Officer-in-Charge onboard USS WABASH (AOR 5), USS ENTERPRISE (CVN 65), and USS NIMITZ (CVN 68).



From August 1987 to August 1989, CAPT Watts was assigned to Commander, Navy Military Personnel Command, Washington, D.C., as the Director, Officer Performance Division (NMPC 82). He then reported to Helicopter Combat Support Squadron EIGHT, Norfolk, VA, in November 1989, as Executive Officer and assumed command in November 1990. Upon completion of his command tour in January 1992, he served on the USS IWO JIMA (LPH 2) as Air Officer from February 1992 to June 1993. From June 1993 to June 1995, he served in the Bureau of Naval Personnel as the Director, Equal Opportunity Division (PERS 61). He commanded Training Air Wing FIVE from June 1995 to June 1997.

Captain Watts has been awarded following awards: the Legion of Merit (2), the Defense Meritorious Service Medal (2), Navy Commendation Medal (2), Navy Achievement Medal, Meritorious Unit Commendation, Navy "E" Ribbon (Silver Wreath in Lieu of Fourth Award), National Defense Medal (2), Vietnam Service Medal (with Bronze Star), SEA Service Deployment Ribbon, Recruiting Service Medal, and the NATO Medal.

Captain Watts is married to the former Karen Theresa Mann of Farmingdale, NY. They have a son Ajene, and a daughter Kisha.